

CUPA
1983-84
NATIONAL FACULTY SALARY SURVEY
BY
DISCIPLINE AND RANK
IN
STATE COLLEGES AND UNIVERSITIES

COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
Eleven Dupont Circle, Suite 120
Washington, D.C. 20036
202/462-1038

In Conjunction With

APPALACHIAN STATE UNIVERSITY
Boone, North Carolina 28608

The College and University Personnel Association is an international network of some 4,000 personnel administrators representing over 1,100 colleges and universities. Through regular and special publications and studies, CUPA aims to keep its members informed of the latest legal, legislative, and regulatory developments affecting personnel administration, as well as trends and innovative policies and practices in the field. Other services include annual conferences, regional meetings, and seminars on timely topics of special interest to the personnel profession.

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INTRODUCTION

The Background

The College and University Personnel Association (CUPA) is dedicated to supporting human resource professionals associated with higher education around the world by disseminating current theory, methodology, and research results on personnel issues.

In 1974, the CUPA Board of Directors proposed establishing a survey of faculty compensation (page 1, CUPA Wingspread Conference, March 1977; and September 1977, Chairman's Report). The CUPA Faculty and Staff Relations Council took responsibility for planning, developing, and conducting a pilot model of faculty salaries by discipline and by rank. In 1980, the Council developed a pilot faculty salary questionnaire, along with rationale, instructions, and definitions. They sent the questionnaire to 13 diverse CUPA colleges and universities who critiqued it. A review of the respondents' comments indicated that a model already in use by Oklahoma State to gather similar data best met survey needs. The results of the critique process were submitted by the Council to the CUPA Board of Directors for approval. Once the Board granted permission, CUPA representatives met with appropriate officials at the American Association of State Colleges and Universities (AASCU) to mount a pilot study of 21 general and specific disciplines among the AASCU members. Two hundred four institutions participated in the 1981-82 national pilot, and two hundred twenty-seven institutions participated in the 1982-83 annual survey.

This 1983-84 survey is a further step in the long-term plan to collect as complete information about faculty salaries as is possible. Sustaining collection of data on the same number of disciplines and institutions over a number of years will eventually establish a data base capable of extensive analyses of faculty salaries. Beginning this year (1983), the survey will be conducted every fall semester and will include most of the 50 two-digit program areas in A Classification of Instructional Programs and many of the four- and six-digit areas. The results will be released at the beginning of each new year so that more current data can be effectively used by line administrators.

The reader's comments, suggestions, and questions are appreciated at any time.

The Need

Current data on faculty compensation are presently being collected each year by the National Center for Education Statistics. These data, however, are not collected at the level of detail required to answer basic questions pertaining to variances in salaries between and among disciplines and ranks. What are missing are data about salary at different ranks and within specific disciplines for different types of institutions. The need to address problems of salary administration with respect to postsecondary faculty in different disciplines and ranks motivated the decision to conduct this study.

Applications

This survey effort attempts to address these needs by collecting data on 48 disciplines and comparing faculty ranks and average, low, and high salaries across these disciplines. The disciplines selected for this survey are those, it is hoped, that are most likely to be taught in the 215 state college and university members of AASCU which participated in the study.

Such comparative information can be useful to the postsecondary administrator in at least two ways. The community of postsecondary institutions may be thought of as an academic marketplace. Faculty and administrators negotiate remuneration for services of teaching and other responsibilities to be rendered. In this marketplace, a faculty member needs to know what to request, based on the salaries of her or his peers. The administrator needs to know how much to pay for quality without committing more than she or he can justify for the budget.

Detailed salary information is also useful in long-range budgetary planning. Applying estimates of changes in costs, such as the Consumer Price Index or the Higher Education Price Index, to faculty salaries will enable a postsecondary administrator to project future faculty costs.

The use of the salary information is enhanced by knowing the characteristics of the institutions in the comparison group. Since this faculty salary survey collects institutional characteristics of geographical location, enrollment, budget, and FTE of students, an institution can request "special studies" comparing itself with a group of peers using these characteristics for selection. These special studies are available through CUPA. No institutional data will be released by CUPA. The special study data is aggregate data.

SURVEY RESULTS

Methodology

This CUPA 1983-84 National Faculty Salary Survey by Discipline and Rank in State Colleges and Universities collected and tabulated full-time salary data for faculty in 48 selected disciplines. These were chosen from among the disciplines defined by the Higher Education General Information Survey (HEGIS) Taxonomy or by A Classification of Instructional Programs (CIP), 1981 (see Appendix A). (The survey results are found in Appendix B—The Data Tables.) Data for almost 47,000 faculty members at 215 public institutions (see Appendix C) were collected and tabulated.

Analysis of Data

To organize the data and permit comparisons between disciplines and by ranks, the following variables were selected: average salary, high salary, low salary, and number of faculty for a given rank and discipline. The variables and other terms arrived at in the tabulations of the data are defined below.

NOTE: Users of this survey may find the category "New Assistant Professor" especially useful in making new hiring decisions since most new faculty in academe are hired at this rank.

Definition of Terms

- SALARY—based on a nine- or ten-month academic year salary of full-time faculty only—does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data.
- AVERAGE SALARY—based on the survey information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty reported for a given rank and discipline.
- HIGH SALARY—the highest salary for any full-time individual of the defined group for which the information is reported.
- LOW SALARY—the lowest salary for any full-time individual of the defined group for which the information is reported.

- **FAC MIX PCT**—the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .36 for associate professor implies that 36 percent of the faculty in that discipline/major field hold the rank of associate professor.
- **SALARY FACTOR**—for a given rank of a given discipline/major field, the ratio of the average salary to the total average salary of all institutions. For example, a SALARY FACTOR of 1.10 for assistant professors of mathematics is 10 percent higher than the average salary of all assistant professors of all institutions which participated in the survey.
- **NUM**—the number of faculty members whose salaries were included to compute the average salary.
- **N/IS**—the number of institutions that have reported salary data for a given academic rank and discipline/major field.
- **PARTICIPATING INSTITUTIONS**—the number of institutions responding to the survey questionnaire.
- **NEW ASST PROF**—the grouping of assistant professors who were hired for the first time in the Fall of 1983. All information for this group was included in the ASST PRCF group for reporting purposes. This group is used mainly for new hiring information.

Although no overall analysis has been undertaken in this report, it important to illustrate the type of analyses possible using the data available. The following tables show the comparative potential of the data for two major fields: BUSINESS ECONOMICS and COMMUNICATIONS.

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	35331	237	73	29030	217	84	24739	259	85	25110	49	34	20577	74	43	28720	787	105
HIGH SALARY	50144			41727			34918			34918			31000			50144		
LOW SALARY	26010			20124			18000			20000			13500			13500		
FAC MIX PCT	0.30			0.28			0.33			0.06			0.09			1.00		
SALARY FACTOR	1.05			1.06			1.08			1.13			1.11			1.05		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	33396	198	84	26856	311	105	22010	331	112	21128	43	34	17616	154	61	25113	894	130
HIGH SALARY	46229			41727			34918			28000			25538			46229		
LOW SALARY	23052			19224			15950			17500			10000			10000		
FAC MIX PCT	0.20			0.31			0.33			0.04			0.15			1.00		
SALARY FACTOR	1.00			0.98			0.96			0.95			0.95			0.92		

1. Size of the Sample. The user should note the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. The number of faculty and the number of institutions were somewhat lower for BUSINESS ECONOMICS (BE) as compared to COMMUNICATIONS (C):

	NUM	N/IS
BE	787	105
C	994	130

2. Average Salary. The average salary for every rank in BUSINESS ECONOMICS is higher than that in COMMUNICATIONS:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	35331	29030	24739	25110	20577	28720
C	33396	26856	22010	21128	17616	25113

3. High and Low Salaries. For every rank in BUSINESS ECONOMICS the "high salary" is higher or the same than in COMMUNICATIONS, and the "low salary" is also higher for every rank in BUSINESS ECONOMICS:

High Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	50144	41727	34918	34918	31000	50144
C	46229	41727	34918	28000	25538	46229

Low Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	26010	20124	18000	20000	13500	13500
C	23052	19224	15950	17500	10000	10000

4. Faculty Mix Percentage. The two disciplines are rather dissimilar when compared on the basis of faculty mix percentage, which refers to the percentage of faculty in a given discipline who hold a given rank. For example, in BUSINESS ECONOMICS 30 percent of the faculty hold the rank of PROFESSOR, compared with COMMUNICATIONS where 20 percent of the faculty hold the rank of PROFESSOR. The comparisons for all ranks between the two major fields are as follows (note that NEW ASST PROF percentage is included in ASST PROF and each percentage has been rounded up):

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	.30	.28	.33	.06	.09	1.00
C	.20	.31	.33	.04	.15	1.00

It is interesting to note how the faculty mix percentage differs among a relatively "new" major field and an "old" one and also how these differences compare with the overall average of all major fields in the study. The comparisons for the major fields of NURSING (N), PHILOSOPHY AND RELIGION (PR), and for the overall study average of ALL MAJOR FIELDS (AMF) are as follows:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
N	.06	.20	.51	.05	.23	1.00
PR	.36	.41	.21	.03	.02	1.00
AMF	.32	.31	.28	.03	.09	1.00

5. Salary Factor. This variable permits comparisons between the average salary of a faculty member in a given rank and the average salary of all faculty members in that rank in all reporting institutions. A constant number--100 percent--represents the average salary of all faculty in that rank for all reporting institutions. The following data show, for example, in BUSINESS ECONOMICS (BE) the average salary of INSTRUCTOR is 11 percent above the average salary of all INSTRUCTORS from the reporting institutions and is 16 percent above the average salary of INSTRUCTORS in COMMUNICATIONS (C). The data also show that for every rank the average salary for BUSINESS ECONOMICS faculty is higher than the average salary for COMMUNICATIONS faculty:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	1.05	1.06	1.08	1.13	1.11	1.05
C	1.00	0.98	0.96	0.95	0.95	0.92

APPENDIX A

LIST OF SELECTED DISCIPLINES*

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*The numbers after the selected major fields are "crosswalks" between the CIP classification (A Classification of Instructional Programs, National Center for Education Statistics, 1931) and the HEGIS Taxonomy. The numbers immediately after each dash are those of the new classification and those in parentheses are of the HEGIS Taxonomy. Both sets of numbers refer to the same discipline or major field, of course.

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THE DATA TABLES

FACULTY SALARY SURVEY

DISCIPLINE: AGRI & NATL RESOURCES
MAJOR FIELD: AGRIBUSINESS AND AGRICULTURAL PRODU

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	33038	178	28	25922	135	31	22579	105	31	22229	23	12	18642	23	12	27618	441	38
HIGH SALARY	39695			32500			32550			27705			25840			39695		
LOW SALARY	21979			19697			17757			20280			14000			14000		
FAC MIX PCT	0.40			0.31			0.24			0.05			0.05			1.00		
SALARY FACTOR	0.98			0.94			0.98			1.00			1.01			1.01		

DISCIPLINE: ARCH & EVIRON DESIGN
MAJOR FIELD: ARCHITECTURE & ENVIRONMENTAL DESIGN

AVERAGE SALARY	34037	72	9	27343	52	9	22918	47	10	21664	10	6	19700	3	2	28785	174	12
HIGH SALARY	41360			34600			27835			25000			22000			41360		
LOW SALARY	26376			19637			14000			14000			16100			14000		
FAC MIX PCT	0.41			0.30			0.27			0.06			0.02			1.00		
SALARY FACTOR	1.01			0.99			1.00			0.97			1.06			1.05		

DISCIPLINE: AREA STUDIES
MAJOR FIELD: AREA AND ETHNIC STUDIES

AVERAGE SALARY	33428	17	9	28545	44	13	24709	37	16	19167	3	3	22006	13	6	27248	111	21
HIGH SALARY	36540			40512			34500			26000			30063			40512		
LOW SALARY	26931			21654			10000			10000			17300			10000		
FAC MIX PCT	0.15			0.40			0.33			0.03			0.12			1.00		
SALARY FACTOR	1.00			1.04			1.08			0.86			1.19			0.99		

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: LIFE SCIENCES

AVERAGE SALARY	32857	1065	180	26657	689	171	22003	443	150	21022	56	42	17794	74	44	28367	2271	189
HIGH SALARY	55500			47470			38095			28600			29553			55500		
LOW SALARY	22372			17154			12300			15000			7240			7240		
FAC MIX PCT	0.47			0.30			0.20			0.02			0.03			1.00		
SALARY FACTOR	0.98			0.97			0.96			0.95			0.96			1.04		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS & MANAGEMENT

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	36216	435	82	30141	446	87	25912	501	92	26558	93	48	19046	227	65	28901	1609	101
HIGH SALARY	68000			44469			40248			39167			31000			68000		
LOW SALARY	24992			18864			16002			17000			12600			12600		
FAC MIX PCT	0.27			0.28			0.31			0.06			0.14			1.00		
SALARY FACTOR	1.08			1.10			1.13			1.19			1.03			1.05		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: ACCOUNTING

AVERAGE SALARY	37018	279	93	30826	319	114	26158	417	128	26862	56	43	20372	201	72	28918	1216	143
HIGH SALARY	60000			44469			36000			36000			30063			60000		
LOW SALARY	25733			19000			17000			18000			13650			13650		
FAC MIX PCT	0.23			0.26			0.34			0.05			0.17			1.00		
SALARY FACTOR	1.10			1.12			1.14			1.21			1.10			1.06		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ADMINISTRATION AND MANAGEM

AVERAGE SALARY	35407	382	107	29983	492	116	26449	531	127	25618	85	60	19798	192	77	28880	1597	141
HIGH SALARY	55500			48000			34918			34918			31593			55500		
LOW SALARY	23256			15500			12100			13000			10970			10970		
FAC MIX PCT	0.24			0.31			0.33			0.05			0.12			1.00		
SALARY FACTOR	1.06			1.09			1.15			1.15			1.07			1.05		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: SECRETARIAL AND RELATED PROGRAMS

AVERAGE SALARY	32139	60	31	27108	65	36	22876	139	58	24300	5	5	17713	47	27	24767	311	67
HIGH SALARY	42840			34985			39873			29000			22152			42840		
LOW SALARY	23162			18159			16320			22000			7000			7000		
FAC MIX PCT	0.19			0.21			0.45			0.02			0.15			1.00		
SALARY FACTOR	0.96			0.99			1.00			1.09			0.96			0.90		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	35331	237	73	29030	217	84	24739	259	85	25110	49	34	20577	74	43	28720	787	105
HIGH SALARY	50144			41727			34918			34918			31000			50144		
LOW SALARY	26010			20124			18000			20000			13500			13500		
FAC MIX PCT	0.30			0.28			0.33			0.06			0.09			1.00		
SALARY FACTOR	1.05			1.06			1.08			1.13			1.11			1.05		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS

AVERAGE SALARY	33396	198	84	26856	311	105	22010	331	112	21128	43	34	17616	154	61	25113	994	130
HIGH SALARY	46229			41727			34918			28000			25538			46229		
LOW SALARY	23052			19224			15950			17500			10000			10000		
FAC MIX PCT	0.20			0.31			0.33			0.04			0.15			1.00		
SALARY FACTOR	1.00			0.98			0.96			0.95			0.95			0.92		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATION TECHNOLOGIES

AVERAGE SALARY	31315	24	11	26823	27	10	22725	34	11	21350	2	2	18016	9	6	25644	94	15
HIGH SALARY	41139			31549			26797			25000			20000			41139		
LOW SALARY	24696			21576			17472			17700			15000			15000		
FAC MIX PCT	0.26			0.29			0.36			0.02			0.10			1.00		
SALARY FACTOR	0.93			0.98			0.99			0.96			0.97			0.94		

DISCIPLINE: COMPUTER & INFO SCIENCES
MAJOR FIELD: COMPUTER & INFO SCIENCE

AVERAGE SALARY	36023	178	73	30631	255	108	26042	341	115	25549	80	50	20055	193	80	27894	967	139
HIGH SALARY	53460			45120			38110			37252			34433			53460		
LOW SALARY	20599			19797			17001			17001			13500			13500		
FAC MIX PCT	0.18			0.26			0.35			0.08			0.20			1.00		
SALARY FACTOR	1.07			1.11			1.14			1.15			1.08			1.02		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	33334	849	111	27760	705	115	22258	490	102	21255	47	32	16797	118	38	28103	2162	126
HIGH SALARY	51885			48796			34918			29587			26581			51885		
LOW SALARY	14000			14870			12300			18000			9000			9000		
FAC MIX PCT	0.39			0.33			0.23			0.02			0.05			1.00		
SALARY FACTOR	0.99			1.01			0.97			0.96			0.91			1.03		

DISCIPLINE: EDUCATION
MAJOR FIELD: TEACHER EDUCATION, GENERAL PROGRAMS

AVERAGE SALARY	32577	480	74	27255	348	74	23226	253	71	23003	19	15	19907	52	29	28272	1133	84
HIGH SALARY	49543			41227			34500			32015			30063			49543		
LOW SALARY	20664			16625			16206			19000			7000			7000		
FAC MIX PCT	0.42			0.31			0.22			0.02			0.05			1.00		
SALARY FACTOR	0.97			0.99			1.01			1.03			1.07			1.03		

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION ADMINISTRATION

AVERAGE SALARY	33653	226	57	27398	127	47	22886	36	22	23520	6	6	19928	10	6	30346	399	62
HIGH SALARY	48152			34967			30190			25000			27327			48152		
LOW SALARY	24196			4400			18122			21220			15000			4400		
FAC MIX PCT	0.57			0.32			0.09			0.02			0.03			1.00		
SALARY FACTOR	1.00			1.00			1.00			1.06			1.08			1.11		

DISCIPLINE: EDUCATION
MAJOR FIELD: SPECIAL EDUCATION

AVERAGE SALARY	33232	205	72	27173	215	81	22547	206	77	22223	23	16	18585	40	26	27091	666	96
HIGH SALARY	48671			41227			32345			32215			28000			48671		
LOW SALARY	21697			19000			16500			17001			14870			14870		
FAC MIX PCT	0.31			0.32			0.31			0.03			0.06			1.00		
SALARY FACTOR	0.99			0.99			0.98			1.00			1.00			0.99		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: STUDENT COUNSELING AND PERSONNEL SE

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	32569	147	45	26563	82	37	21955	56	27	21670	14	9	18823	14	8	28290	299	49
HIGH SALARY	49543			41227			27530			26000			29635			49543		
LOW SALARY	23307			21030			17500			18000			15200			15200		
FAC MIX PCT	0.49			0.27			0.19			0.05			0.05			1.00		
SALARY FACTOR	0.97			0.97			0.96			0.97			1.02			1.03		

DISCIPLINE: EDUCATION
MAJOR FIELD: CURRICULUM AND INSTRUCTION

AVERAGE SALARY	34348	156	35	27822	176	33	22703	113	28	19750	4	4	17997	20	12	28344	465	36
HIGH SALARY	47858			41700			29126			23000			24540			47858		
LOW SALARY	22282			21061			16000			16000			14333			14333		
FAC MIX PCT	0.34			0.38			0.24			0.01			0.04			1.00		
SALARY FACTOR	1.02			1.01			0.99			0.89			0.97			1.03		

DISCIPLINE: EDUCATION
MAJOR FIELD: READING EDUCATION

AVERAGE SALARY	31419	70	27	25966	46	27	22816	26	21	19537	3	3	16460	7	5	27531	149	46
HIGH SALARY	41368			41227			30904			21680			20142			41368		
LOW SALARY	21294			19168			17000			17000			14000			14000		
FAC MIX PCT	0.47			0.31			0.17			0.02			0.05			1.00		
SALARY FACTOR	0.94			0.94			1.00			0.88			0.89			1.00		

DISCIPLINE: EDUCATION
MAJOR FIELD: PHYSICAL EDUCATION

AVERAGE SALARY	32727	469	141	27146	584	156	23243	760	163	21002	32	26	19071	403	121	25520	2216	178
HIGH SALARY	50156			46320			40116			28500			31080			50156		
LOW SALARY	20880			14850			10822			10822			2600			2600		
FAC MIX PCT	0.21			0.26			0.34			0.01			0.18			1.00		
SALARY FACTOR	0.98			0.99			1.01			0.94			1.03			0.93		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: INDUSTRIAL ARTS EDUCATION

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	33547	155	43	27064	138	52	23012	122	48	22116	10	6	18614	45	25	27347	460	62
HIGH SALARY	45765			34476			32965			24500			23788			45765		
LOW SALARY	23336			20528			16320			19000			12800			12800		
FAC MIX PCT	0.34			0.30			0.27			0.02			0.10			1.00		
SALARY FACTOR	1.00			0.98			1.00			0.99			1.01			1.00		

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING

AVERAGE SALARY	36191	590	59	29936	513	62	25439	404	60	25743	69	34	20824	96	39	30559	1603	70
HIGH SALARY	53069			43099			35000			35000			32000			53069		
LOW SALARY	25436			20106			8772			17500			11000			8772		
FAC MIX PCT	0.37			0.32			0.25			0.04			0.06			1.00		
SALARY FACTOR	1.08			1.09			1.11			1.16			1.12			1.12		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: VISUAL AND PERFORMING ARTS

AVERAGE SALARY	32528	239	54	26088	299	63	21289	252	54	20092	32	18	17342	56	25	25899	846	70
HIGH SALARY	51979			41995			35911			28797			24700			51979		
LOW SALARY	20000			15783			14175			16000			12015			12015		
FAC MIX PCT	0.28			0.35			0.30			0.04			0.07			1.00		
SALARY FACTOR	0.97			0.95			0.93			0.90			0.94			0.95		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: FINE ARTS

AVERAGE SALARY	31520	374	105	25692	419	121	21023	352	115	19476	36	27	17744	58	40	25755	1203	138
HIGH SALARY	49543			41227			34500			26500			24865			49543		
LOW SALARY	15613			17710			14000			15250			11197			11197		
FAC MIX PCT	0.31			0.35			0.29			0.03			0.05			1.00		
SALARY FACTOR	0.94			0.93			0.92			0.88			0.96			0.94		

FACULTY SALARY SURVEY

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: MUSIC

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	32536	622	144	26149	630	150	21698	617	147	20363	61	41	18291	175	80	26076	2044	166
HIGH SALARY	54539			39072			34918			27500			30063			54539		
LOW SALARY	21672			11066			13410			14240			5000			5000		
FAC MIX PCT	0.30			0.31			0.30			0.03			0.09			1.00		
SALARY FACTOR	0.97			0.95			0.95			0.92			0.99			0.95		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: DRAMATIC ARTS

AVERAGE SALARY	33838	122	53	26282	146	71	20731	151	67	18896	24	19	17295	53	34	25450	472	99
HIGH SALARY	48089			35340			27666			22000			22838			48089		
LOW SALARY	22728			17141			14737			15000			12000			12000		
FAC MIX PCT	0.26			0.31			0.32			0.05			0.11			1.00		
SALARY FACTOR	1.01			0.96			0.90			0.85			0.93			0.93		

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: FOREIGN LANGUAGES

AVERAGE SALARY	33647	402	123	27290	443	153	22207	371	137	18793	35	26	18340	91	49	27179	1307	179
HIGH SALARY	50144			41727			34918			24000			30063			50144		
LOW SALARY	22014			16897			14000			14000			4000			4000		
FAC MIX PCT	0.31			0.34			0.28			0.03			0.07			1.00		
SALARY FACTOR	1.00			0.99			0.97			0.84			0.99			0.99		

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: NURSING

AVERAGE SALARY	33185	113	54	26943	371	108	22039	938	126	21378	91	50	19034	429	94	23005	1851	134
HIGH SALARY	49543			41727			35000			31814			30063			49543		
LOW SALARY	23251			15850			8180			8180			6500			6500		
FAC MIX PCT	0.06			0.20			0.51			0.05			0.23			1.00		
SALARY FACTOR	0.99			0.98			0.96			0.96			1.03			0.84		

FACULTY SALARY SURVEY

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: AUDIOLOGY AND SPEECH PATHOLOGY

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	34328	129	49	27475	117	45	22663	129	49	21076	13	12	19008	59	32	26930	434	62
HIGH SALARY	48500			41227			34500			27000			25314			48500		
LOW SALARY	23988			21760			16000			18859			13950			13950		
FAC MIX PCT	0.30			0.27			0.30			0.03			0.14			1.00		
SALARY FACTOR	1.02			1.00			0.99			0.95			1.03			0.98		

DISCIPLINE: HOME ECONOMICS
MAJOR FIELD: HOME ECONOMICS

AVERAGE SALARY	31589	114	45	26250	172	63	22175	268	72	20309	21	15	18013	112	50	24138	666	80
HIGH SALARY	41600			34065			34500			24000			24725			41600		
LOW SALARY	22644			17028			15000			17500			13050			13050		
FAC MIX PCT	0.17			0.26			0.40			0.03			0.17			1.00		
SALARY FACTOR	0.94			0.96			0.97			0.91			0.97			0.88		

DISCIPLINE: LETTERS
MAJOR FIELD: LETTERS

AVERAGE SALARY	32867	1025	153	26734	988	159	21875	921	152	19634	91	55	16977	332	93	26296	3266	168
HIGH SALARY	58379			45957			34918			34918			30063			58379		
LOW SALARY	18630			17130			14850			14850			7000			7000		
FAC MIX PCT	0.31			0.30			0.28			0.03			0.10			1.00		
SALARY FACTOR	0.98			0.97			0.95			0.88			0.92			0.96		

DISCIPLINE: LETTERS
MAJOR FIELD: PHILOSOPHY AND RELIGION

AVERAGE SALARY	33140	190	84	26746	221	93	21375	113	67	19158	17	15	18226	10	10	27725	534	118
HIGH SALARY	49543			41227			29098			24000			24100			49543		
LOW SALARY	22759			19900			15750			17010			12000			12000		
FAC MIX PCT	0.36			0.41			0.21			0.03			0.02			1.00		
SALARY FACTOR	0.99			0.97			0.93			0.86			0.98			1.01		

FACULTY SALARY SURVEY

DISCIPLINE: LIBRARY SCIENCE
MAJOR FIELD: LIBRARY AND ARCHIVAL SCIENCES

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	35026	30	15	26805	86	25	21373	122	35	18895	6	5	16837	42	18	23823	280	45
HIGH SALARY	40560			38073			29300			25500			24588			40560		
LOW SALARY	25348			19260			12618			12744			10950			10950		
FAC MIX PCT	0.11			0.31			0.44			0.02			0.15			1.00		
SALARY FACTOR	1.04			0.98			0.93			0.85			0.91			0.87		

DISCIPLINE: MATHEMATICS
MAJOR FIELD: MATHEMATICS

AVERAGE SALARY	33745	848	179	27903	866	187	23144	824	178	22549	121	73	16865	336	112	26971	2874	206
HIGH SALARY	53108			41727			36083			31000			30063			53108		
LOW SALARY	22968			14620			12300			15528			3000			3000		
FAC MIX PCT	0.30			0.30			0.29			0.04			0.12			1.00		
SALARY FACTOR	1.01			1.02			1.01			1.01			0.91			0.98		

DISCIPLINE: MILITARY SCIENCES
MAJOR FIELD: MILITARY SCIENCES

AVERAGE SALARY	50000	1	1	26820	4	1	27942	5	2							29699	10	2
HIGH SALARY	50000			35280			32000									50000		
LOW SALARY	50000			21420			19710									19710		
FAC MIX PCT	0.10			0.40			0.50									1.00		
SALARY FACTOR	1.49			0.98			1.22									1.08		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICAL SCIENCES

AVERAGE SALARY	32654	175	58	27893	162	49	23564	108	40	21637	43	9	18381	25	14	28165	470	69
HIGH SALARY	50144			41727			41667			26666			32643			50144		
LOW SALARY	20760			18180			16604			17500			13003			13003		
FAC MIX PCT	0.37			0.34			0.23			0.03			0.05			1.00		
SALARY FACTOR	0.97			1.01			1.03			0.97			0.99			1.03		

FACULTY SALARY SURVEY

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICS

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	34312	422	122	27494	296	116	22846	154	85	21659	30	25	18328	24	21	29660	896	150
HIGH SALARY	58511			41227			32215			30000			23180			58511		
LOW SALARY	21936			18036			16500			16500			8795			8795		
FAC MIX PCT	0.47			0.33			0.17			0.03			0.03			1.00		
SALARY FACTOR	1.02			1.00			1.00			0.97			0.99			1.08		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: CHEMISTRY

AVERAGE SALARY	33344	715	163	27351	391	147	21683	235	109	20669	42	33	17377	27	23	29312	1368	180
HIGH SALARY	50144			41727			34918			27500			22623			50144		
LOW SALARY	19000			14115			13300			16750			10970			10970		
FAC MIX PCT	0.52			0.29			0.17			0.03			0.02			1.00		
SALARY FACTOR	0.99			1.00			0.95			0.93			0.94			1.07		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: GEOGRAPHICAL SCIENCES

AVERAGE SALARY	33153	215	80	26820	152	66	22466	120	59	21811	20	17	17754	25	20	28016	512	103
HIGH SALARY	63000			41227			34500			26000			24650			63000		
LOW SALARY	22425			19456			12180			12180			10800			10800		
FAC MIX PCT	0.42			0.30			0.23			0.04			0.05			1.00		
SALARY FACTOR	0.99			0.98			0.98			0.98			0.96			1.02		

DISCIPLINE: PSYCHOLOGY
MAJOR FIELD: PSYCHOLOGY

AVERAGE SALARY	33211	792	168	27052	702	167	21920	434	154	20421	59	48	17638	49	37	28159	1977	187
HIGH SALARY	56037			41727			34918			24500			30063			56037		
LOW SALARY	6542			18302			6930			16500			6000			6000		
FAC MIX PCT	0.40			0.36			0.22			0.03			0.02			1.00		
SALARY FACTOR	0.99			0.98			0.96			0.92			0.95			1.03		

FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIAL SCIENCES

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	33226	220	63	27392	303	72	22770	225	62	21470	25	16	18573	42	24	27231	790	81
HIGH SALARY	58816			42010			37564			25875			30428			58816		
LOW SALARY	20900			14870			6089			18000			10970			6089		
FAC MIX PCT	0.28			0.38			0.28			0.03			0.05			1.00		
SALARY FACTOR	0.99			1.00			0.99			0.97			1.00			0.99		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: ANTHROPOLOGY

AVERAGE SALARY	34366	110	43	27902	125	54	22301	67	33	19297	7	7				29014	302	73
HIGH SALARY	54539			41727			34918			21996						54539		
LOW SALARY	24422			20628			14373			16200						14373		
FAC MIX PCT	0.36			0.41			0.22			0.02						1.00		
SALARY FACTOR	1.02			1.02			0.97			0.87						1.06		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: HISTORY

AVERAGE SALARY	33022	908	171	26921	574	157	22308	248	122	18605	26	22	16988	27	19	29270	1757	182
HIGH SALARY	58884			41727			34918			22151			25070			58884		
LOW SALARY	21204			12600			16000			16000			7240			7240		
FAC MIX PCT	0.52			0.33			0.14			0.01			0.02			1.00		
SALARY FACTOR	0.98			0.98			0.97			0.84			0.92			1.07		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: GEOGRAPHY

AVERAGE SALARY	33598	192	72	26813	159	80	22560	127	62	23418	8	7	20247	17	12	28128	495	100
HIGH SALARY	47980			41227			32500			32500			30063			47980		
LOW SALARY	18968			18550			15750			19000			13000			13000		
FAC MIX PCT	0.39			0.32			0.26			0.02			0.03			1.00		
SALARY FACTOR	1.00			0.98			0.98			1.05			1.09			1.03		

FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: POLITICAL SCIENCE

	PROFESSOR			ASSOC. PROF			ASST. PROF			NEW ASST. PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	33455	405	128	26823	336	135	21674	231	103	19826	29	23	17965	37	27	27981	1009	162
HIGH SALARY	50312			41727			34918			24619			22098			50312		
LOW SALARY	18630			18594			15000			15000			12000			12000		
FAC MIX PCT	0.40			0.33			0.23			0.03			0.04			1.00		
SALARY FACTOR	1.00			0.98			0.95			0.89			0.97			1.02		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIOLOGY

AVERAGE SALARY	33924	328	112	26813	466	143	21740	372	130	20371	43	30	18757	50	36	26848	1216	165
HIGH SALARY	49898			44190			34500			27993			30063			49898		
LOW SALARY	23072			18936			16200			17000			10270			10270		
FAC MIX PCT	0.27			0.38			0.31			0.04			0.04			1.00		
SALARY FACTOR	1.01			0.98			0.95			0.92			1.01			0.98		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: INTERNATIONAL RELATIONS

AVERAGE SALARY	32224	2	2	26000	1	1										30149	3	3
HIGH SALARY	36498			26000												36498		
LOW SALARY	27950			26000												26000		
FAC MIX PCT	0.67			0.33												1.00		
SALARY FACTOR	0.96			0.95												1.10		

DISCIPLINE: INTERDISCIPLINARY STUDIES
MAJOR FIELD: MULTI-INTERDISCIPLINARY STUDIES

AVERAGE SALARY	32711	31	13	27726	53	11	22448	35	17				17702	12	7	26577	131	25
HIGH SALARY	42900			38000			29098						20276			42900		
LOW SALARY	24318			22608			18844						15003			15003		
FAC MIX PCT	0.24			0.40			0.27						0.09			1.00		
SALARY FACTOR	0.97			1.01			0.98						0.96			0.97		

FACULTY SALARY SURVEY

DISCIPLINE: ALL DISCIPLINE AVERAGES
MAJOR FIELD: ALL MAJOR FIELDS

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS		
	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	33552	15196	27483	14468	22927	13070	22245	1582	18520	4103	27395	46837	215
HIGH SALARY	68000		48796		41667		39167		34433		68000		
LOW SALARY	6542		4400		6089		8180		2600		2600		
FAC MIX PCT	0.32		0.31		0.28		0.03		0.09		1.00		
SALARY FACTOR	1.00		1.00		1.00		1.00		1.00		1.00		

APPENDIX C

LIST OF PARTICIPATING SCHOOLS

Alabama State University	Dakota State College (SD)
Angelo State University (TX)	Delta State University (MS)
Appalachian State University (NC)	Dickinson State College (ND)
Arkansas State University	East Central Oklahoma State University
Arkansas Tech University	East Tennessee State University
Auburn University at Montgomery (AL)	East Texas State University at Texarkana
Augusta College (GA)	Eastern Connecticut State University
Austin Peay State University (TN)	Eastern Montana College
Ball State University (IN)	Eastern New Mexico University
Bernard M. Baruch College (NY)	Edinboro University of Pennsylvania
Black Hills State College (SD)	Emporia State University (KS)
Bluefield State College (WV)	Fairmont State College (WV)
Boise State University (ID)	Fitchburg State College (MA)
Bowie State College (MD)	Florida Atlantic University
California Polytechnic State University, San Luis Obispo	Fort Hays State University (KS)
California State University, Fresno	Framingham State College (MA)
California State University, Fullerton	Francis Marion College (SC)
California State University, Hayward	Frostburg State College (MD)
California State University, Long Beach	George Mason University (VA)
California University of Pennsylvania (PA)	Georgia College (GA)
Cameron University (OK)	Georgia Southern College
Castleton State College (VT)	Georgia Southwestern College
Central Connecticut State University	Grambling State University (LA)
Central Michigan University	Grand Valley State College (MI)
Chadron State College (NE)	Glenville State College (WV)
Christopher Newport College (VA)	Harris/Stowe College (MO)
Clarion University of Pennsylvania	Henderson State University (AR)
Clinch Valley College of the University of Virginia	Herbert H. Lehman College (NY)
College of Charleston (SC)	Idaho State University (ID)
College of Staten Island (NY)	Illinois State University
College of the Virgin Islands	Indiana State University (IN)
College of the Virgin Islands, St. Croix Campus	Jacksonville State University (AL)
Columbus College (GA)	James Madison University (VA)
Concord College (WV)	John Jay College of Criminal Justice (NY)
Coppin State College (MD)	Keene State College (NH)
Corpus Christi State University (TX)	Kennesaw College (GA)
	Lake Superior State College (MI)
	Laredo State University (TX)
	Lewis-Clark State College (ID)
	Lock Haven University (PA)
	Mansfield University (PA)
	Marshall University (WV)
	Mary Washington College (VA)
	Mayville State College (ND)

McNeese State University (LA)
 Memphis State University (TN)
 Metropolitan State College (CO)
 Middle Tennessee State University
 Midwestern State University (TX)
 Millersville University (PA)
 Minot State College (ND)
 Mississippi University for Women
 Missouri Southern State College
 Missouri Western State College
 Montana College of Mineral Science
 and Technology
 Murray State University (KY)
 Nicholls State University (LA)
 North Carolina Agricultural and
 Technical University
 Northeast Louisiana University
 Northeast Missouri State University
 Northern Arizona University
 Northern Illinois University
 Northern Kentucky University
 Northern State College (SD)
 Northwest Missouri State University
 Oakland University (MI)
 Old Dominion University (VA)
 Pan American University (TX)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Radford University (VA)
 Saginaw Valley State College (MI)
 St. Cloud State University (MN)
 St. Mary's College of Maryland
 Salem State College (MA)
 Salisbury State College (MD)
 Sangamon State University (IL)
 Savannah State College (GA)
 Shepherd College (WV)
 Shippensburg University (PA)
 Slippery Rock University (PA)
 South Dakota School of Mines and
 Technology
 Southeast Missouri State University
 Southeastern Louisiana University
 Southeastern Massachusetts University
 Southeastern Oklahoma State University
 Southern Arkansas University
 Southern Connecticut State University
 Southern Oregon State College
 Southern Technical Institute (GA)
 Southern Utah State College
 Southwest Missouri State University

Southwest State University (MN)
 Southwestern Oklahoma State
 University
 State University of New York College
 at Brockport
 State University of New York College
 at Buffalo
 State University of New York College
 at Cortland
 State University of New York College
 at Fredonia
 State University of New York College
 at Purchase
 State University of New York College
 of Arts & Science at Geneseo
 State University of New York College
 of Arts and Science at Potsdam
 State University of New York College
 of Technology at Utica/Rome
 Stephen F. Austin State University
 (TX)
 Tennessee Technological University
 Texas A & I University
 Texas A & M University at Galveston
 Texas Woman's University
 Towson State University (MD)
 Trenton State College (NJ)
 Troy State University (AL)
 University of Akron (OH)
 University of Alaska, Juneau
 University of Baltimore (MD)
 University of Central Arkansas
 University of Colorado at
 Colorado Springs
 University of Colorado at Denver
 University of Houston-Downtown (TX)
 University of Lowell (MA)
 University of Maine at Farmington
 University of Maine at Fort Kent
 University of Maine at Presque Isle
 University of Montevallo (AL)
 University of Nebraska at Omaha
 University of Nevada, Las Vegas
 University of North Carolina at
 Asheville
 University of North Carolina at
 Charlotte
 University of North Florida
 University of Northern Iowa
 University of Puerto Rico-Cayey
 University College

University of Science and Arts
 of Oklahoma
 University of South Alabama
 University of South Carolina at
 Aiken
 University of South Carolina
 Coastal Carolina College
 University of South Carolina at
 Spartanburg
 University of South Dakota at
 Springfield
 University of Southern Colorado
 University of Southern Mississippi
 University of Southwestern Louisiana
 University of Tennessee at
 Chattanooga
 University of Tennessee at Martin
 University of Texas at Dallas
 University of Texas at San Antonio
 University of Texas at Tyler
 University of Texas of the Permian
 Basin
 University of the District of
 Columbia
 University of West Florida
 University of Wisconsin-Eau Claire
 University of Wisconsin-Green Bay
 University of Wisconsin-LaCrosse
 University of Wisconsin-Oshkosh
 University of Wisconsin-Parkside

University of Wisconsin-Platteville
 University of Wisconsin-River Falls
 University of Wisconsin-Stevens
 Point
 University of Wisconsin-Stout
 University of Wisconsin-Superior
 University of Wisconsin-Whitewater
 Valdosta State College (GA)
 Wayne State College (NE)
 Weber State College (UT)
 West Georgia College
 West Liberty State College (WV)
 West Texas State University
 West Virginia College of
 Graduate Studies
 West Virginia Institute of
 Technology
 Western Connecticut State University
 Western Illinois University
 Western Kentucky University
 Western Michigan University
 Western Montana University
 Western New Mexico University
 Western Oregon State College
 Western State College of Colorado
 Wichita State University (KS)
 William Paterson College (NJ)
 Winston-Salem State University (NC)
 Worcester State College (MA)
 Youngstown State University (OH)